

No. 11(112)-80-3 Lab/5614.—In pursuance of the provision of section 17 of the Industrial Dispute Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad in respect of the dispute between the workman and the management of M/S Rajesh Rubber Udyog, NIT, Faridabad.

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER INDUSTRIAL TRIBUNAL,  
HARYANA FARIDABAD

Reference No. 215 of 1978

*between*

SHRI HARI RAM, WORKMAN AND THE MANAGEMENT OF M/S. RAJESH RUBBER UDYOG NIT FARIDABAD.

*present:—*

Shri Amar Singh Sharma, for the workman.

Shri A. J. S. Chadha, for the management.

#### AWARD

1. By order No. ID/RD 56-78/31731, dated 4th July, 1978, the Governor of Haryana referred the following dispute between the management of M/S. Rajesh Rubber Udyog, NIT, Faridabad and its workman Shri Hari Ram, to this Tribunal, for adjudication, in exercise of the powers conferred by clause (d) of sub-section (1) of 10 of the Industrial Disputes Act, 1947:—

Whether the termination of services of Shri Hari Ram was justified and in order? If not, to what relief is he entitled?

2. On receipt of the order of reference notice were issued to the parties. The parties appeared and filed their pleadings. On the pleadings of the parties, the terms of reference were put in issues and the case was fixed for the evidence of the parties. Thereafter negotiations for settlement started between the parties. Lastly the representative for the workman stated that he wanted to withdraw the case. Withdrawal was permitted. In the circumstances, I give my award that there is no dispute between the parties.

NATHU RAM SHARMA,

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 288, dated the 31st March, 1980

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Department's, Chandigarh as required under section 15 of the Industrial Dispute Act 1947.

NATHU RAM SHARMA,

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

The 16th April, 1980

No. 11(112)-80-3 Lab/5613.—In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947) the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad in respect of the dispute between the workman and the management of M/s Haryana Refractories Private Limited, Sector 25, Faridabad.

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER INDUSTRIAL TRIBUNAL,  
HARYANA, FARIDABAD

Reference No. 66 of 1969

*between*

THE WORKMEN AND THE MANAGEMENT OF M/S HARYANA REFRactories PRIVATE LIMITED, SECTOR 25, FARIDABAD

Present :—

Shri Darshan Singh, for the workmen

Shri J. S. Saroha, for the management

AWARD

1. By order No. FBD/123-78/8205, dated 22nd February, 1979, the Governor of Haryana referred the following dispute between the management of M/s Haryana Refractories Private Limited Sector 25, Faridabad and its workmen, to this Tribunal, for adjudication, in exercise of the power conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 :—

Whether the workmen are entitled for the grant of bonus for the years 1976-77 and 1977-78  
If so, with that details.

2. On receipt of the order of reference, notices were issued to the parties. The parties appeared and filed their pleadings. On the pleadings of the parties issues were framed on 15th June, 1979 and the case was fixed for the evidence of the management and for production of balance sheet by the management. The case was adjourned several times on the request of either of the parties. Lastly the dispute was settled and the representative for the workmen stated that the dispute had been settled and he did not want to proceed with the reference. In the circumstances, I give my award that the dispute has been settled and there is no dispute between the parties now.

NATHU RAM, SHARMA,

Dated the 26th March, 1980

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 290, dated the 31st March, 1980

Forwarded (four copies) to the Secretary to Government, Haryana Labour and Employment Departments, Chandigarh as required under section 15 of the Industrial Disputes Act.

NATHU RAM SHARMA,

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 11(112)-80-3Lab/5615.—In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act. No. XIV of 1947) the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad in respect of the dispute between the workman and the management of M/s Auto Meters Limited, Mathura Road, Ballabgarh.

BEFORE SHRI NATHU RAM SHARMA PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,  
HARYANA, FARIDABAD

Reference No. 101 of 1979

*between*

SHRI OM PARKASH WORKMAN AND THE MANAGEMENT OF M/S AUTO METERS LIMITED, MATHURA ROAD, BALLABGARH

Present :—

Shri C. L. Oberoi, for the workman.

Shri K. P. Agarwal, for the management.

## AWARD

1. By order No. FD 6-79/13375, dated 21st March, 1979 the Governor of Haryana referred the following dispute between the management of M/s Auto Meters Limited, Mathura Road Ballabgarh and its workman Shri Om Parkash, to this Tribunal, for adjudication, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 :—

Whether the termination of Services of Shri Om Parkash was justified and in order ? If not, to what relief is he entitled?

2. On receipt of the order of reference, notices were issued to the parties. The parties appeared and filed their pleadings. On the pleadings of the parties issues were framed on 26th July, 1979. And the case was fixed for the evidence of the workman. The workman obtained 6-7 adjournments and lastly the representative for the management produced an application of the workman stating that the workman has settled his dispute. I have seen the letter of the workman. It is dated 10 February, 1980. The letter states that the dispute has been settled amicably. The workman prayed for permission for withdrawal of the reference. The representative for the workman did not make any objection. I, therefore, permit withdrawal of the reference.

3. As a result, I give my award that the termination of services of Shri Om Parkash was unjustified and in order. He is not entitled to any relief.

NATHU RAM SHARMA,

Dated the 26th March, 1980.

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 289 dated the 31st March, 1980

Forwarded (four copies) to the Secretary to Government Haryana, Labour and Employment Departments, Chandigarh as required under section 15 of the Industrial Disputes Act.

NATHU RAM SHARMA,

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 11(112)-80-3 Lab/5617.—In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act, No. XIV of 1947) the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad in respect of the dispute between the workman and the management of M/s. Free Wheels (India) Limited Industrial Area, Faridabad.

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,  
HARYANA, FARIDABAD

Reference No. 216 of 1979

*between*

SHRI PRABHATI SINGH, WORKMAN AND THE MANAGEMENT OF M/S FREE WHEELS  
(INDIA) LIMITED INDUSTRIAL AREA, FARIDABAD

Present :—

Shri S. R. Gupta, for the workman.

Shri R. N. Rai, for the management.

## AWARD

1. By order No. 118-79/34965, dated 9th August, 1979 the Governor of Haryana referred the following dispute between the management of M/s Free Wheels (India) Limited, Industrial Area, Faridabad and its workman Shri Prabhati Singh to this Tribunal, for adjudication, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 :—

Whether the termination of services of Shri Prabhati Singh was justified and in order ? If not, to what relief is he entitled?

2. On receipt of the order of reference, notices were issued to the parties. The parties appeared and filed their pleading. On the pleadings of the parties issues were framed on 15th November, 1979 and the case was fixed for the evidence of the parties. On the last date of hearing the representative for the workman stated that he did not want to pursue the reference. I, therefore, give my award that there is no dispute between the parties.

NATHU RAM SHARMA,

Dated the 26th March, 1980.

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 286, dated the 31st March, 1980.

Forwarded (four copies) to the Secretary to Government Haryana Labour and Employment Departments, Chandigarh as required under section 15 of the Industrial Disputes Act.

NATHU RAM SHARMA,

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 11(112)-80-3Lab/5618.—In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad, in respect of the dispute between the workman and the management of M/s. Bolton Industrial Corporation, Mathura Road, Faridabad :—

**BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,  
HARYANA, FARIDABAD**

**Reference No. 204 of 1978**

*between*

**SHRI RATTAN SINGH, WORKMAN AND THE MANAGEMENT OF M/S. BOLTON  
INDUSTRIAL CORPORATION, MATHURA ROAD, FARIDABAD**

*Present :*

Shri P. K. De, for the workman.

Shri S. L. Gupta, for the management.

#### **AWARD**

1. By order No. 31688, dated 11th July, 1978 the Governor of Haryana referred the following dispute between the management of M/s. Bolton Industrial Corporation, Mathura Road, Faridabad and its workman Shri Rattan Singh, to this Tribunal, for adjudication, in exercise of the powers conferred by clause (d) of sub-section 1 of section 10 of the Industrial Disputes Act, 1947 :—

Whether the termination of services of Shri Rattan Singh, was justified and in order ? If not, to what relief is he entitled ?

2. On receipt of the order of reference, notices were issued to the parties. The parties appeared and filed their pleadings. On the pleadings of the parties, following issues were framed on 4th June, 1979 :—

1. Whether the workman has lost his lien on his job ?
2. Whether the workman is gainfully employed ? If so, to what effect ?
3. Whether the termination of services of the workman was justified and in order ?
4. Relief.

And the case was fixed for the evidence of the management. On the last date i.e. 6th February, 1980 neither the workman appeared nor his representative. Dismissal in default was ordered. I, therefore, give my award that there is no dispute between the parties.

NATHU RAM SHARMA,

Dated the 26th March, 1980.

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

[No. 285, dated the 31st March, 1980.

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Department, Chandigarh as required under section 15 of the Industrial Disputes Act.

NATHU RAM SHARMA,

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 11 (112)-80-3-Lab/5620.—In pursuance of the provision of section 17 of the Industrial Disputes Act, 1947 (Act. No. XIV of 1947) the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad in respect of the dispute between the workmen and the management of M/s Satara Rubber 18/1, Mathura Road, Faridabad:—

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,  
HARYANA FARIDABAD

Reference No. 285, 301, 331 and 553 of 1978

*between*

S/SHRI RAJINDER, BUDHI RAM, BHIM SINGH AND MOHAMMED KHALIK WORKMEN  
AND THE MANAGEMENT OF M/S. SATARA RUBBER 18/1, MATHURA ROAD, FARIDABAD

*Present.—*

Shri S. R. Gupta, for the workmen.

Shri D. C. Bhardwaj, for the management.

#### AWARD

1. By order No. ID/FD/98-78/34853, dated 25th July, 1978 the Governor of Haryana referred the following dispute:—

Whether the termination of services of Shri Rajinder was justified and in order ? If not, to what relief is he entitled ?

2. By order No. ID/FD/94-78/35156, dated 27th July, 1978 the Governor of Haryana referred the following dispute:—

Whether the termination of services of Shri Budhi Ram was justified and in order ? If not, to what relief is he entitled ?

3. By order No. ID/FD/93-78/37681, dated 14th August, 1978 the Governor of Haryana referred the following dispute:—

Whether the termination of services of Shri Bhim Singh was justified and in order ? If not, to what relief is he entitled ?

4. By order No. ID/FD/1/224-78/52305, dated 23rd November, 1978 the Governor of Haryana referred the following dispute:—

Whether the termination of services of Shri Mohammed Khalik was justified and in order ? If not, to what relief is he entitled ?

between the management of M/s. Satara Rubber, 18/1, Mathura Road, Faridabad and its workmen S/Shri Rajinder, Budhi Ram, Bhim Singh and Mohammed Khalik, to this Tribunal, for adjudication in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947.

5. On receipt of the order of reference notices were issued to the parties. The parties appeared and filed their pleadings. On the pleadings of the parties the terms of reference were put in issues and the case was fixed for the evidence of the management. Thereafter negotiations for settlement started between the parties. It was ordered that in case no settlement was arrived at, the management shall produce their evidence. The management examined one witness and closed their case. Thereafter the case was fixed for the evidence of the workman who obtained three adjournments. Lastly the representative for the workman stated that he did not like to proceed with the reference. In the circumstances, dismissal in default was ordered. I, therefore, give my award that there is no dispute between the parties.

NATHU RAM SHARMA,

Dated 26th March, 1980.

Presiding Officer,  
Industrial Tribunal,  
Haryana, Faridabad.

No. 281 dated 31st March, 1980

Forwarded (four copies) to the Secretary to Government Haryana Labour & Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act.

NATHU RAM SHARMA,

Presiding Officer,  
Industrial Tribunal,  
Haryana Faridabad.

No. 11(112)-80-3 Lab/5622.—In pursuance of the provisions of section-17 of the Industrial Dispute Act, 1947 (Act. No. XIV of 1947) the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad, in respect of the dispute between the workmen and the management of M/s Metachem Industries Bahalgarh, Sonepat.

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,  
HARYANA, FARIDABAD

Reference No. 229 of 1977

*between*

THE WORK MEN AND THE MANAGEMENT OF M/S. METACHEM INDUSTRIES,  
BAHALGARH, SONEPAT

*Present:*—

Shri S. N. Solanki, for the workmen.

Shri S. C. Gupta, for the management.

#### AWARD

1. By order No. ID/51474, dated 19th December, 1977, the Governor of Haryana referred the following dispute between the management of M/s Metachem Industries, Bahalgarh, Sonepat and its workmen, to this Tribunal for adjudication, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act :—

Whether the termination of services of Sarvshri Pritam Sharma and Om Kumar Tyagi is justified and in order ? If not, to what relief they are entitled to ?

2. On receipt of the order of reference, notices were issued to the parties. Thereafter negotiations for settlement started but the settlement did not materialise. On 30th July, 1978 the management did not appear so they were proceeding against *ex parte*. Statement of Shri Pritam Sharma, the workman was recorded in *ex parte* proceedings. The management applied for setting aside *ex parte* proceedings which were set aside subject to costs. On the pleadings of the parties, following issues were framed on 9th November, 1979 :—

1. Whether the termination of services of S/Shri Pritam Sharma and Om Kumar Tyagi is justified and in order ?
2. If not, to what relief they are entitled to ?

The management again defaulted in appearance on 12th February, 1980 so they were again proceeded against *ex parte*. The representative for the workmen stated their evidence recorded on 21st August, 1979 be read as evidence in this case. The workman Shri Pritam Sharma has stated that he was

employed in this factory since 1974. He was drawing Rs 430 P. M. The management removed him from service on 13th May, 1977 without any reason and holding any enquiry. He was unemployed since then despite efforts to get some job.

3. Considering the *ex parte* evidence of the workman, I give my award that the termination of services of Shri Pritam Sharma was neither justified, nor in order. He is entitled to reinstatement with continuity of service and with full back wages. As far as Shri Om Kumar Tyagi another workman is concerned, he is not entitled to any relief as there is not an iota of evidence in his support and he even did not appear as his own witness.

Dated 27th March, 1980.

**NATHU RAM SHARMA,**  
Presiding Officer,  
Industrial Tribunal,  
Haryana, Faridabad.

No. 279 dated 31st March, 1980.

Forwarded (four copies) to the Secretary to Government Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act.

**NATHU RAM SHARMA,**  
Presiding Officer,  
Industrial Tribunal,  
Haryana, Faridabad.

The 17th April, 1980

No. 11(112)-80-3Lab/5784.—In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad, in respect of the dispute between the workmen and the management of M/s Foodimp Agencies Private Limited, Sector-6, Faridabad :—

BEFORE SHRI NATHU RAM SHARMA PRESIDING OFFICER, INDUSTRIAL TRIBUNAL, HARYANA, FARIDABAD

Reference No. 333 of 1979

*between*

**SHRI KHEM CHAND, WORKMAN AND THE MANAGEMENT OF M/S FOODIMP AGENCIES PRIVATE LIMITED, SECTOR-6, FARIDABAD**

*Present :*—

Shri Amar Singh Sharma, for the workman.

Shri R. N. Rai, for the management.

#### AWARD

1. By order No. 85-79/44889, dated 22nd October, 1979, the Governor of Haryana, referred the following dispute between the management of M/s. Foodimp Agencies Private Limited, Sector-6, Faridabad and its workman Shri Khem Chand, to this Tribunal, for adjudication, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 :—

Whether the termination of services of Shri Khem Chand, was justified and in order ? If not, to what relief is he entitled ?

2. On receipt of the order of reference, notices were issued to the parties. The parties appeared and filed their pleadings. On the pleadings of the parties, issues were framed on 30th January, 1980 and the case was fixed for the evidence of the management. It was at this stage that a settlement was arrived at. According to which the management had paid a sum of Rs. 475 only to the workman and the workman shall have no claim thereafter whatsoever. The management was directed to make payment within a week. I, therefore, give my award that the workman is entitled to receive a sum of Rs. 475/- only from the management and is not entitled to any other relief. The workman shall not be entitled to reinstatement or re-employment.

Dated, the 7th April, 1980.

**NATHU RAM SHARMA,**  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad